

Bill of Good Health Wellness Program Update
CalPERS Health Benefits Committee
September 13, 2011

Creating a Culture of Wellness

Early awareness of an individual's health status helps identify potential problems, and engages members in making positive decisions regarding their health.

In May 2011, CalPERS, Blue Shield and the California Department of Public Health/Richmond Campus launched a worksite wellness program for all 1300 employees (regardless of health plan affiliation) that was designed to:

- Engage members through creative outreach, peer support and financial incentives
- Provide easy access to tools to better understand health status
- Provide online and onsite information and motivation to take action to improve health status and overall well being
- Identify best practices that could be replicated

Program Components

Wellness Assessment

On-line self assessment was made available to the employees 24/7. The assessment covered topics ranging from lifestyle habits and practices to key health indicators (height, weight, blood pressure, cholesterol). The assessment took 10-15 minutes to complete.

Biometric Screening

Screening services were provided by Summit Health and occurred on five separate dates over a two week period.

Screenings included measurement of height, weight, blood pressure and collection of a blood sample via finger stick; results were provided on the spot and included a brief exit counseling session with a health professional about the results.

Supplemental Programs:

- Weight Watchers at Work
- Multi-week Activity Challenge
- On going education and support materials

High value incentive + peer support + employer engagement = strong participation

Completion of wellness assessment and biometric screening earned individual's cash **instantly** in the form of a prepaid debit card

If at least 50% of the onsite employee population participated in the wellness assessment and screening elements, the reward doubled

Engagement Levers

- Onsite Wellness Champion
- Internal leadership support
- Engaging creative campaign
- Social networking/peer support

Current Status

- Goal: 50% of the 1300 onsite employees complete the wellness assessment and biometric screening
 - RESULTS: 65% of total employees completed the wellness assessment and participated in onsite biometric screening
- Goal: At least 50% of onsite employees that enroll in either the physical activity challenge or Weight Watchers at Work complete the program
 - RESULTS: These programs are still in progress and outcomes will be reported later in the year
- Goal: At least 70% of respondents will respond that they are satisfied or very satisfied with the overall program (as measured via a formal satisfaction survey)
 - RESULTS: Final analysis of all results is pending and will be reported later in the year

Upcoming Activities

- Conclude the Weight Watchers and Activity Challenge programs;
- Finalize analysis of satisfaction survey
- Report final statistics to CalPERS staff by end of 2011

Final performance reporting and outcomes will be provided by March 2012